



## Statement on Xinjiang

October 26<sup>th</sup>,2020

Outerstuff LLC is committed to ethical and responsible manufacturing upholding international labor standards. We are concerned about reports of forced labor in, and connected to, the *Xinjiang Uyghur Autonomous Region (XUAR)*. We have been conducting ongoing diligence with our suppliers in China and other global regions, and require in all instances, that all business partners certify their compliance.

Outerstuff LLC takes very seriously any reports about forced labor and we have been engaging with multi-stakeholder working groups to assess collective solutions that will help preserve the integrity of our global supply chains. We will continue to collaborate with industry associations such as, American Apparel & Footwear Association and the the Fair Labor Association, as well as with industry experts, partners, stakeholders and other organizations to understand, evaluate and address this critical global issue.

The Outerstuff LLC Code of Conduct requirements prohibit any type of prison, forced, bonded or indentured labor, including detailed provisions for freedom of movement and prohibitions on discrimination based on ethnic background or religion. We continue to regularly engage with all of our suppliers to evaluate compliance with Outerstuff LLC's Code of Conduct.

Per our policies, forced labor is considered a zero-tolerance issue and any confirmed instances of forced labor by our suppliers with any factories and mills that produce garments, accessories or fabric, or use of cotton grown, in Xinjiang will result in termination of the business relationship.

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